



**Judson Independent School District**

**PROPOSED**

**Local Innovation Plan**

**2018-2023**

## VISION

Judson ISD is Producing Excellence!

## MISSION

All Judson ISD students will receive a quality education enabling them to become successful in a global society.

## INTRODUCTION

House Bill (HB) 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code.

Potential benefits of becoming a District of Innovation include:

- **Flexibility:** Districts will have the flexibility to implement practices that support local needs, including exemptions from certain mandates such as the uniform school start date and required minutes of instruction.
- **Local control:** Districts decide which flexibilities best suit their local needs.
- **Autonomy:** Districts must submit a District of Innovation Plan to the Commissioner of Education, but approval is not required.

On November 16, 2017, the Judson Independent School District's Board of Trustees ("Board") passed a Resolution to explore the development of a District of Innovation Plan to increase local control over District operations and to support innovation and local initiatives. The adoption of this plan seeks to increase the District's flexibility in order to improve educational outcomes for the benefit of students and the community. On January 19, 2018, the Board appointed a 36-member District of Innovation Committee comprised of diverse leaders representing a cross-section of the District's stakeholders including teachers, principals, parents, community members, and administrators. The Committee met on February 8, 2018 and February 21, 2018 to discuss and draft the Local Innovation Plan.

## TERM

The term of the Plan is for five years, beginning July 1, 2018 and ending June 30, 2023, unless terminated or amended earlier by the Board of Trustees in accordance with the law. If, within the term of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842, the Board will appoint a new committee to consider and propose additional exemptions in the form of an amendment to the Plan. Any amendment adopted by the Board will not extend the term of this Plan. The District may not implement two separate plans at any one time.

**District Of Innovation Committee Members:**

<i>Sue Arredondo</i>	<i>Academic Dean</i>
<i>Cheryl Berny</i>	<i>Teacher</i>
<i>Judith Boehme</i>	<i>Teacher</i>
<i>Greg Brauer</i>	<i>AP</i>
<i>Marlin Castaneda</i>	<i>Specialist</i>
<i>Jermaine Coleman</i>	<i>Teacher</i>
<i>Janet Daniel</i>	<i>Director</i>
<i>Gale Edwards</i>	<i>Para</i>
<i>Lamondi Fields</i>	<i>Teacher</i>
<i>Erika Garza</i>	<i>AP</i>
<i>Joe Gonzalez</i>	<i>Exec. Director</i>
<i>Yliana Gonzalez</i>	<i>Principal</i>
<i>Debbie Grady</i>	<i>Exec. Director</i>
<i>Sylvia Greenwood</i>	<i>Specialist</i>
<i>Linda Jenkins</i>	<i>Parent</i>
<i>Josephine Juarez</i>	<i>Principal</i>
<i>Bertin Lys</i>	<i>Webmaster</i>
<i>Melissa Martinez</i>	<i>IT Specialist</i>
<i>Sonny Merrill</i>	<i>Community</i>
<i>Roberto</i>	<i>Teacher</i>
<i>Moncadaozuna</i>	
<i>Carl Murphy</i>	<i>Teacher</i>
<i>Alma Neira</i>	<i>Teacher</i>
<i>Margaret Olson</i>	<i>Parent</i>
<i>Cynthia Peterson</i>	<i>Librarian</i>
<i>Shanelle</i>	<i>Teacher</i>
<i>Richardson</i>	
<i>Paul Ritter</i>	<i>Director</i>
<i>Monica Rodriguez</i>	<i>Human Resources</i>
<i>Lorraine Roussin</i>	<i>Librarian</i>
<i>Susaye Scott</i>	<i>Acad Facilitator</i>
<i>Doug Smith</i>	<i>Parent</i>
<i>Nicole Taguinod</i>	<i>Director</i>
<i>Cortney Taylor</i>	<i>Parent</i>
<i>Steven Tobias</i>	<i>Teaacher</i>
<i>Jay Trees</i>	<i>Teacher</i>
<i>Michelle Triplett</i>	<i>Coordinator</i>
<i>Linda Wells</i>	<i>Nurse</i>

**Timeline of Events:**

**November 16:** Judson ISD Board passes District Of Innovation Resolution.

**December 11:** Judson ISD Board holds public hearing to discuss possibility of pursuing District Of Innovation Plan.

**January 25:** Judson ISD Board takes action to pursue District Of Innovation Plan and Judson ISD Board approves District Of Innovation Committee members.

**Feb. 8 & 21:** District Of Innovation Committee develops Plan.

**TBD:** Plan posted for public view/Judson ISD Board notifies Commissioner of Education of intent to vote on Plan.

**TBD:** Judson ISD Site-Based Decision Making Committee holds meeting and votes on District Of Innovation Plan.

**TBD:** Board votes on District Of Innovation Plan.

## AREAS OF INNOVATION

With regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

### **1. School Start Date**

*Exemption from: TEC §25.0811*

*Related Board Policies: EB (LEGAL)*

#### ***Manner in which statute inhibits the goals of the plan***

*TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. The current process allows no flexibility in the design of annual calendars to fit the needs of all Judson ISD stakeholders and the wishes of the local Board of Trustees who represent community interests in this matter.*

*Historically, districts had the option of applying to TEA for a waiver to start earlier, even as early as the 2nd Monday of August. Several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday of August, with no exceptions.*

#### ***Innovation Strategies***

- a. Increased local control of the instructional calendar allow the District to be responsive to community needs.
- b. Relief from the statute will allow the JISD to develop a calendar that addresses student instruction and focused professional development in conjunction with the new instructional minutes requirement, rather than days. (75,600 minutes per year).
- c. Alignment of the district calendar with local universities, local districts with shared service arrangements, etc. will be possible.
- d. Completion of first semester at Christmas Break is more beneficial for instructional pacing.
- e. Provides additional days of instruction and planning for local, state and national assessments.
- f. Flexibility by considering the start date to begin no earlier than the second week of August.

## **2. Teacher Certification (Librarian/Library Media Specialist Only)**

*Exemption from: TEC §21.003; TEC §21.053*

*Relevant Board Policies: DBA (LEGAL)/(LOCAL); DK (LEGAL)/(LOCAL)*

### ***Manner in which statute inhibits the goals of the plan***

*TEC §21.003 states that a person may not be employed as a teacher, teacher intern or trainee, **librarian**, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency.*

*In the event a district cannot locate a certified Librarian/Library Media Specialist, the district must request emergency certification from the Texas Education Agency and/or State Board for Educator Certification. This system is burdensome and does not take into account the unique financial and/or instructional needs of the district.*

*TEC §21.053 requires a librarian to present his or her certificate to the District before their employment contract will be binding, and prohibits the District from paying an educator for teaching if the educator does not hold a valid certificate at the time.*

### **Innovation Strategies**

- a. The District will maintain its current expectations for employee certification. The District will make every attempt to hire individuals with appropriate certification for the position in question; however, where that is not reasonably possible, the District will have the flexibility to hire individuals who are knowledgeable in the area and equipped to effectively perform the duties of the position in question. **(Position of Librarian/Library Media Specialist Only)**
- b. The campus principal may submit to the Superintendent a request for local certification that will allow an already certified teacher to be hired in the position for Librarian/Library Media Specialist. The principal must specify in writing the reason for the request and document what credentials or life experience the teacher possesses that would qualify this individual to serve in this capacity.
- c. Whenever possible, instructional planning for the uncertified Librarian/Library Media Specialist's course will be created in partnership with the Instructional Technology and Library Services Department. Librarian/Library Media Specialist will provide mentoring, and may be subject to increased observations and feedback, professional development, instructional resources, or other supports.
- d. Educator certification (Librarian/Library Media Specialist) waiver requests, state permit applications, or other paperwork will not be submitted to the Texas Education Agency. The District will ensure that all individuals assigned to this position have the knowledge and resources necessary to be successful.
- e. The Superintendent will notify the Board annually of the District's exercise of this flexibility.

***For questions you may contact Mr. Joe R. Gonzalez via email at [jgonzalez@judsonisd.org](mailto:jgonzalez@judsonisd.org)***